

EXHIBIT 37

New York City Department of Buildings Civil Service Classification Proposal
Inspector Titles

Current Title and Title Code	Current Salary Schedule				Proposed Salary Schedule					
	Current Level	Current Hiring Rate	Current Incumbent Rate	Current Max	Proposed Title/Change	Proposed Level	Proposed Hiring Rate	Proposed Incumbent Rate	Proposed Max	Proposed Increase vs. Current Max
35001 Apprentice Inspector (Boilers)	Min after 1yr after 2yrs	\$29,035 \$31,444	\$33,390 \$36,161 \$39,228		Apprentice Inspector (Buildings) new title or amend title	Min+ 1yr+ 2yr+	\$40,000 \$45,000	\$50,000		
35004 Apprentice Inspector (Electrical)	Min after 1yr after 2yrs after 3yrs after 4yrs	\$26,569 \$28,777	\$29,809 \$33,094 \$35,901 \$38,830 \$41,757							
Apprentice Inspector (35003 Construction, 35005 Elevator, 35008 Hoists & Rigging)	Min after 1yr after 2yrs	\$34,111 \$36,892	\$39,228 \$42,426 \$45,630							
Inspector (31622 Construction, 31620 Boiler*, 31624 Elevator, 31629 Plumbing)	None	\$48,410	\$55,671	\$70,715	Inspector (Construction, etc.) amend salary schedule/update QR		\$55,000	\$63,250	\$77,550	\$ 6,835 10%
Associate Inspector (31642 Construction, 31640 Boiler*, 31644 Elevator, 31649 Plumbing)	1 2	\$55,139 \$61,369	\$63,410 \$70,574	\$78,637 \$86,473	Associate Inspector (Construction, etc.) add task/amend salary schedule Associate Inspector (Construction, etc.) add task/amend salary schedule	1x 2x	\$65,000 \$80,000	\$75,000 \$92,000	\$91,650 \$112,800	\$ 13,013 17% \$ 26,327 30%
31623 Inspector (Electrical)	None	\$50,823	\$58,446	\$70,056	Inspector Electrical		\$55,000	\$63,250	\$77,550	\$ 7,494 11%
31643 Associate Inspector (Electrical)	1 2	\$57,675 \$64,193	\$66,326 \$73,822	\$79,854 \$87,814	Associate Inspector (Electrical) Associate Inspector (Electrical)	1x 2x	\$65,000 \$80,000	\$75,000 \$92,000	\$91,650 \$112,800	\$ 11,796 15% \$ 24,986 28%
31656 Inspector (Multi-Discipline)	1 2 3	\$48,410 \$55,139 \$61,389	\$55,671 \$63,410 \$70,574	\$70,715 \$78,637 \$86,473	Inspector (Multi-Discipline) Inspector (Multi-Discipline) Inspector (Multi-Discipline)	1 2x 3x	\$55,000 \$65,000 \$80,000	\$63,250 \$75,000 \$92,000	\$77,550 \$91,650 \$112,800	\$ 6,835 10% \$ 13,013 17% \$ 26,327 30%
31627 Inspector (Hoists & Rigging)	None	\$48,410	\$55,671	\$70,715	Inspector (Hoists & Rigging)		\$65,000	\$74,000	\$87,750	\$ 17,035 24%
31647 Associate Inspector (Hoists & Rigging)	1 2	\$55,139 \$61,369	\$63,410 \$70,574	\$78,637 \$86,473	Associate Inspector (Hoists & Rigging) Associate Inspector (Hoists & Rigging)	1x 2x	\$75,000 \$88,000	\$86,000 \$101,000	\$103,000 \$120,000	\$ 24,363 31% \$ 33,527 39%

Neill Exhibit

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exhibitstickers.com

Notes:

Non Managerial Positions not included (excludes 10073 Administrative Inspector Buildings and 10077 Administrative Inspector Electrical NM titles - formerly M1)

+ Denotes entry level title with adjustment to education and experience requirement

x Provide promotional path which will improve retention

* 31671 Inspector (Low Pressure Boiler) and 31676 Associate Inspector (Low Pressure Boiler) are proposed to be consolidated with 31620 Inspector (Boilers) and 31640 Associate Inspector (Boilers), respectively. The qualification requirements for those titles are modified to include education and experience.

New York City Department of Buildings Civil Service Classification Proposal
Plan Examiner Titles

DRAFT - For Discussion 1/20/2016

Current Title and Title Code	Current Salary Schedule				Proposed Salary Schedule					
	Current Level	Current Hiring Rate	Current Incumbent Rate	Current Max	Proposed Title	Proposed Level	Proposed Hiring Rate	Proposed Incumbent Rate	Proposed Max	Proposed Increase vs. Current Max
22405 Assistant Plan Examiner (Bldgs)	None	\$53,921	\$62,009	\$80,802	Assistant Plan Examiner	1+	\$46,466	\$52,514	\$56,270	
					Assistant Plan Examiner	2*	\$65,000	\$74,750	\$91,640	\$10,838 13%
					Assistant Plan Examiner	3x	\$76,000	\$87,400	\$108,000	\$27,198 34%
22410 Plan Examiner (Bldgs)	None	\$63,573	\$73,109	\$92,441	Plan Examiner	1	\$72,000	\$82,800	\$98,960	\$6,519 7%
					Plan Examiner	2x	\$84,000	\$96,600	\$116,000	\$23,559 25%
					Plan Examiner	3x	\$100,000	\$115,000	\$140,000	\$47,559 51%

21205 Architectural Intern, 20202 Civil Engineering Intern, 20302 Electrical Engineering Intern, 20403 Mechanical Engineering Intern	None	\$46,466	\$52,514	\$56,270	Reference					
21210 Assistant Architect, 20210 Assistant Civil Engineer, 20310 Assistant Electrical Engineer, 20410 Assistant Mechanical Engineer	None	\$51,586	\$59,324	\$77,404	Reference					
21215 Architect, 20215 Civil Engineer, 20315 Electrical Engineer, 20415 Mechanical Engineer	1 2 3	\$61,237 \$72,805 \$81,443	\$70,422 \$83,726 \$93,660	\$88,686 \$101,148 \$110,413	Reference					

Notes:

Non Managerial Positions (excludes 10004 Administrative Architect and 10015 Administrative Engineer NM titles - formerly M1)

- * Current "base" title is proposed to be the new level 2
- + Denotes entry level title with adjustment to education and experience requirement
- x Provide promotional path which will improve retention

Market Salaries for Technical Titles

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From PayScale.com - Human Capital

Civil Engineer - New York State	Average	-8%	Range with bonuses, etc.	-8%
Entry	\$59,474	\$54,716	\$42,474 - \$87,598	\$39,076 - \$80,590
Mid-Career	\$74,674	\$68,700	\$51,000 - \$108,874	\$46,920 - \$100,164
Experienced	\$93,310	\$85,845	\$60,554 - \$153,437	\$55,710 - \$141,162
Late Career	\$103,230	\$94,972	\$67,922 - \$193,916	\$62,488 - \$178,403

Architect - New York State	Average		Range with bonuses, etc.	
Entry	\$53,095	\$48,847	\$40,184 - \$67,469	\$36,969 - \$62,071
Mid-Career	\$61,433	\$56,518	\$49,767 - \$87,509	\$45,786 - \$80,508
Experienced	\$88,828	\$81,722	\$64,578 - \$111,755	\$59,412 - \$102,815
Late Career	\$92,131	\$84,761	\$56,000 - \$123,871	\$51,520 - \$113,961

Assistant Civil Engineer (United States)	\$50,628	\$46,578		
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From Engineer Salary.com

Civil Engineer - United States

Lowest 10%	\$45,780	\$42,118		
Middle 50%	\$57,330 - \$90,160	\$52,744 - \$82,947		
Highest 10%	\$110,890	\$102,019		
B.S. entry	\$49,540	\$45,577		
M.S. entry	\$59,880	\$55,090		

Private sector pays an average of 8% more than public sector

Survey from College of Engineering - Michigan Tech 2015 - US

Civil Engineer - entry level	\$87,130	\$80,160		
Civil Engineer - top 10% - entry	\$128,110	\$117,861		
Electrical Engineering - entry level	\$95,780	\$88,118		
Electrical Engineering - top 10% - entry	\$143,200	\$131,744		

Bureau of Labor Statistics

Construction Trades - New York 2015	\$93,340	\$85,873		
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